



STEVE'S WELCOME: AN INTRODUCTION TO ISSUE SEVEN

Hi Flashbay Global Team,

Welcome to the October edition of Baywatch, which has a particular focus on exciting events and initiatives occurring around the world of Flashbay. Building and sustaining a great team is at the heart of any successful business, and when you take a look around at the people you have the opportunity to work with to drive this business forward, you'll no doubt appreciate that we're all part of a fantastic team.

It has never been more evident that the Flashbay family needs to pull together as one unit to overcome the challenges and make the most of the opportunities available to us in the market place. With the introduction of our new collaboration and messaging tools, Wrike and Slack, we can bring everyone together in much more efficient and productive ways. Communication is at the heart of everything that we do, and open and thoughtful exchange of information and ideas on a global scale brings us ever closer to unlocking our incredible potential.

Steve Webster
CEO

OUR MAIN NEWS

Philip and Ieuan in Manila

Founder Phil Schlossstein and COO Ieuan Williams visit Manila office

September's Super Sayian

Our best sales performers through the past month

US Hero's Feast

US team celebrate competition success with fine meal

Launch of the Axis and the Swift

Our latest and handiest USB Flash Drives to date!

Flashbay Anniversaries

Celebrating five years plus in August – a tribute to Flashbay's longest serving employees

UK New Starter Drinks

A warm Waterside welcome extended to London's newest recruits

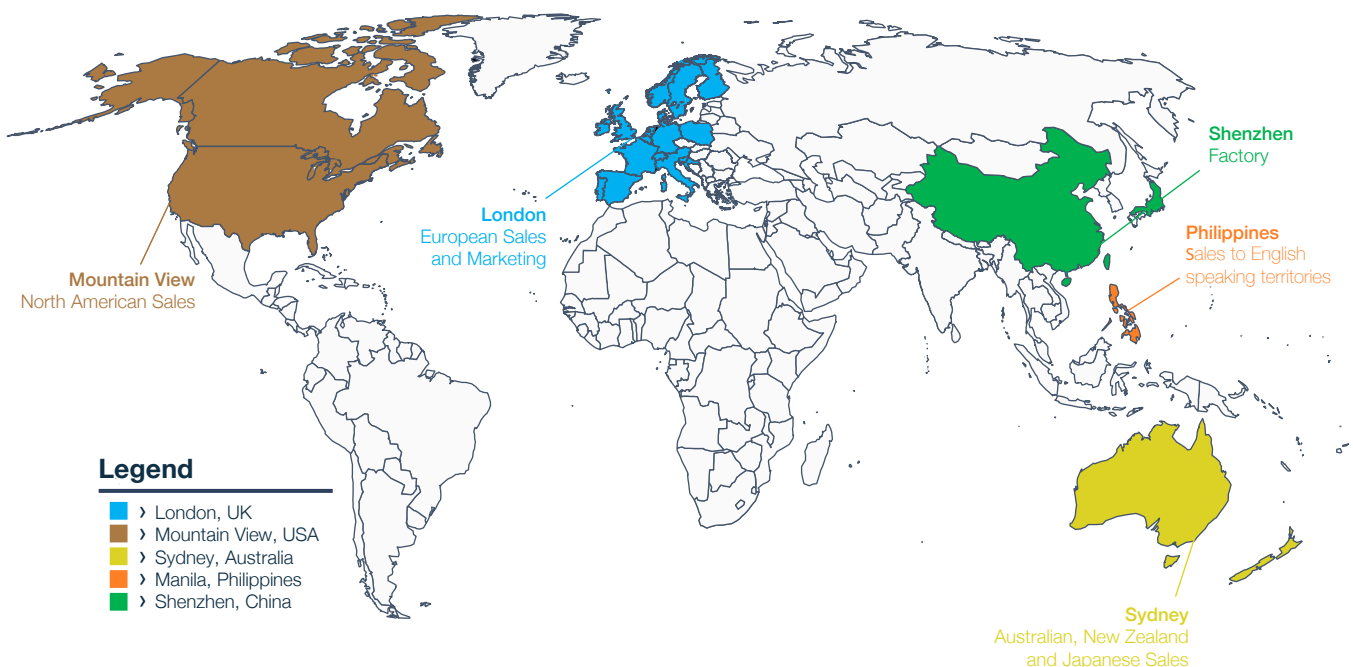
15 Years of Flashbay

Founded in 2003, we are celebrating an incredible fifteenth anniversary this year!

Chinese Management go on a Trip

Management team goes on an incredible outing into the heart of China's beauty

FLASHBAY GLOBAL MAP



The Flashbay Global Map shows our offices around the world, highlighting our truly global footprint.

For ease of reference, our articles in Baywatch are colour-coded by geography, as indicated by the legend in this map. We hope you enjoy this issue!

Founder Phil Schlosstein and COO Ieuan Williams visit Manila office

MANILA | PHILIPPINES



Early September saw Flashbay co-founder, Phillip Schlosstein, and COO, Ieuan Williams, visit the Philippines office in Manila together for the first time. Both men enjoyed a week-long stay with a five-day overlap, as they got to know our superb new PH sales staff, shared their incredible wealth of experience, and also participated in the Open House Recruitment day.



A fantastic Philippines team buffet was held at the High Street Café of Shangri-La at The Fort Hotel on 9 September, helping to forge a tremendous camaraderie and team spirit throughout the group. Before the dinner, Phillip conducted a general assembly with the entire PH office to impart the ideology and culture of Flashbay, and to explain how the Philippine entity relates to all the other global offices of Flashbay.



September 12-14 saw Phillip and Ieuan participate in screening sales candidates during the Open House Recruitment event. We had nearly 100 candidates applying for the Sales Account Manager position, of which just seven were able to secure probationary positions at Flashbay. The extraordinarily challenging acceptance rate is testament to the exceptional quality of our current workforce, and to the uncompromisingly high standards set by Flashbay – we are all extremely proud to be part of such an elite organisation.



September's SUPER SAIYAN

most: TOTAL PROFIT

MATT KUSANOVICH

United States

\$84,694

most: TOTAL PROFIT (probationer)

BENJAMIN BARANGER

France

£27,142

most: NEW BUSINESS PROFIT

LEE LV

China

\$30,180

most: NEW BUSINESS PROFIT (probationer)

MICHAEL SCHMID

Germany

£11,307

most: 5-STAR REVIEWS

MARLENE POETTKER

Germany

35

most: 5-STAR REVIEWS (probationer)

BENJAMIN BARANGER

France

20

The visit of two of our “big bosses” certainly imparted a strong and lasting impact on our PH teams – spirits were high as Phillip and Ieuan left behind an inspired office following a hugely motivating week-long visit. We look forwards to witnessing the continued development of our Philippines office in the coming months... onwards and upwards!



US: Hero's Feast for Sales Champs

MOUNTAIN VIEW | UNITED STATES



This month, our US team in California cashed in on their Hero's Feast victory with a fine dinner at the legendary Forbes Mill Steakhouse. The lavish dinner was just reward for a phenomenal group effort during August, where the US sales team recorded "the highest average profit per person from the sales of accessories."



The Los Gatos steakhouse is named in honour of the town's rich history, founded around the 1850's flourmill established by James Alexander Forbes. Famed for featuring only the finest cuts of steak available or fresh seafood daily, alongside award-winning vintage wine from across the world, the team were treated to a richly deserved, spectacular evening.

The result was a fantastic atmosphere amongst an already incredibly united group, with a huge boost to morale and camaraderie. Congratulations to the US sales team, and the best of luck to all countries with this month's version of the competition – another fine meal is up for grabs once more!

Latest flash drives launched: the AXIS and the SWIFT

LONDON | UNITED KINGDOM



September saw the launch of two of our handiest USB Flash Drives, the Axis and the Swift. These two chic designs combine a USB Flash Drive and a Key Chain in one convenient model. The Key Chain features an elegant and secure magnetic clasp, allowing for keys to be easily added and removed, whilst the rotating USB cover provides a perfect branding area for clients. The Axis cover is made from plastic, with a lovely rubbery texture that can be Screen Printed, whilst the Swift comes with a classy leather cover that can be both Screen Printed and Embossed.

As Flashbay continues to diversify and expand its product offering at unprecedented rates, the launch of the Axis and the Swift highlight our enduring commitment to further developing our core product range of USB Flash Drives. We remain as innovative and industry-leading as ever across all of our product categories, as we continue to secure our position as the global leader in promotional technology. With several further new products now imminently in our pipeline, stay tuned for further announcements!

FLASHBAY ANNIVERSARIES

In this regular section we recognise and give thanks to our Flashbay employees all around the world who have celebrated five years or more service to Flashbay in the past month:

Hong, Youhan: 10 years
(Production, Maintenance Worker, CN)

Su, Shoulin: 9 years
(Warehouse, Group Leader, CN)

He, Zehong: 8 years
(Metal+Wood, Metal Mould Technician, CN)

Zhao, Yunhua: 8 years
(Production, Production Worker, CN)

Huang, Dongrong: 8 years
(Warehouse, Warehouse Keeper, CN)

Charlie Billington: 8 years
(Product Designer, UK)

Lorenzo Arena: 7 years
(Group Leader, IT)

Zhao, Bingren: 7 years
(Printing, Screen Printing Worker, CN)

Wu, Miao: 7 years
(Engraving, Engraving Worker, CN)

Zhang, Hong: 7 years
(Production, Assistant Group Leader, CN)

Ye, Guizhang: 7 years
(Printing, Screen Printing Worker, CN)

Wu, Qinggang: 7 years
(Operation, Operations Assistant, CN)

Shen, Dongjing: 7 years
(Printing, Digital Printing Worker, CN)

Dirk Thommes: 6 years
(Senior Sales Account Manager, DE)

Zhou, Xiaodan : 6 years
(Testing, Test Worker, CN)

Wang, Xiaofei: 6 years
(Production, Production Worker, CN)

Li, Jiawen: 6 years
(Pantone Match Engineer, CN)

Luo, Yanping: 6 years
(QC, OQC Inspector, CN)

Xu, Hua: 6 years
(Printing, Screen Printing Worker, CN)

Zhao, Yinbo: 6 years
(Screen Printing Assist. Group Leader, CN)

Jiang, Sudan: 5 years
(Printing, Digital Printing Worker, CN)

Liu, Meihong: 5 years
(Production, Production Worker, CN)

Sun, Rena: 5 years
(Production, Production Worker, CN)

Xu, Wei: 5 years
(Printing, Screen Printing Worker, CN)

Zhou, Hailan: 5 years
(Production, Production Worker, CN)

Tobias Mittermaier: 5 years
(Group Leader, DE)

London office welcomes latest recruits
with **NEW STARTER DRINKS** event
LONDON | UNITED KINGDOM



September saw the London office welcome their new joiners with the bi-annual New Starters Drinks event at the Waterside. Overlooking the River Thames and just a stone's throw from the office, the Waterside has been the go-to pub of choice for Flashbay's London employees for some time – this was no exception!



Following a recent period of heavy recruiting on both the sales and admin fronts as Flashbay continues to grow, there were plenty of new recruits to introduce to some of the more established faces in the London office! With drinks and a fine spread of buffet delights on offer, this was a fantastic opportunity for the whole Flashbay family to hang out across teams and to make friends with colleagues they would otherwise rarely have the chance to interact with in the office.



A merry evening was had all-around and spirits were high – it was fantastic to see such a heavy turnout provide the warm and welcoming atmosphere that has become synonymous with Flashbay over time. We hope that all of our new starters feel like they know their teams and colleagues a little better now, and we look forward to welcoming our next batch of joiners in the spring of 2018!

FIFTEEN YEARS FLASHBAY!

LONDON | UNITED KINGDOM



This year, Flashbay is celebrating an incredible 15 years since its foundation! Kicking-off as a humble start-up founded by two university students, James Roberts and Phillip Schlossstein, Flashbay has been through an incredible journey to reach its lofty position today as the global leader in promotional technology products. As a little memento, we take a look back to the original Flashbay logo from when it all started in 2003:



From a single diamond-tipped engraving machine operating in a university apartment, to sales offices in the UK, the USA, Australia and the Philippines, and a factory in China, the path has certainly not been without its challenges even if the progress has been rapid and continuous. Today, more than ever, we are enormously excited to see what the future holds for Flashbay. Offering over 80 products across seven distinct product ranges, our newly diversified portfolio stands us in great stead for the next fifteen years ahead! And so, here's to many more successful and happy anniversaries as one united family!



China management members' September outside trip: Hallelujah Mountain of Zhangjiajie and the Ancient City of Phoenix in Hunan Province

SHENZHEN | CHINA



Our factory managers in Shenzhen, China, visited the incredible Hallelujah Mountain of Zhangjiajie, and the ancient city of Phoenix in Hunan Province during a spectacular management members' outside trip.

The Hallelujah mountains, (so named today following their depiction in the Avatar film), are famed for their incredible pillar-like formations throughout the Zhangjiajie National Forest Park. Stunning in the natural beauty, they are a distinct hallmark of Chinese landscape, forming the basis of many of China's most impressive ancient artworks.



As the pictures show, it was a truly special outing for our Flashbay managers in China, and one that will certainly leave lasting memories. The trip was a fantastic staff-bonding opportunity, with spirits inevitably high in the face of such spectacular natural landscapes and immaculately preserved ancient architecture.



Two of China's most historic and beautiful landscapes, the Hallelujah Mountain was granted UNESCO World Heritage status in 1992, whilst the city of Phoenix is currently on the "tentative list" and likely to follow suit.



Phoenix has drawn fame as an incredibly preserved ancient town, harbouring unique ethnic languages, customs and arts, and the distinctive architectural remains from the Ming and Qing eras – two former imperial dynasties in China. Indeed, it is also the location of the Southern China Great Wall, a fortification built by the Ming dynasty to defend the town.



Suggestions and Questions

If you have any suggestions for future editions of our Baywatch newsletter, or should you have any questions on this issue, please email: newsroom@flashbay.com

We are always excited to hear your thoughts!